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JHARKHAND STATE ELECTRICITY REGULATORY COMMISSION

NOTIFICATION
29th June, 2026

No. 31 / Accts.--

Jharkhand District Courts Gender Sensitization & Sexual Harassment of Women (Prevention, Prohibition and Redressal) Regulations, 2026

CHAPTER I

PRELIMINARY

1. **Short title, extent and commencement-**

(1) These Regulations may be called **"Jharkhand District Courts Gender Sensitization & Sexual Harassment of Women (Prevention, Prohibition and Redressal) Regulations, 2026"**.

(2) They shall come into force on such date as the Chief Justice of High Court of Jharkhand may, by notification, appoint.

2. **Definitions-**

In these Regulations, unless the context otherwise requires-

(a) **"aggrieved woman"**, in relation to a District Court means and includes any female, of any age, whether an employee of the District Court or otherwise, who alleges to have been subjected to any form of sexual harassment by any person within the precincts of the said District Court;

(b) **"appropriate authority"**, in relation to a District Court means the Principal District Judge of the concerned District Court;

(c) **"Chairperson"**, in relation to a District Court means the Chairperson of the Internal Complaints Committee of the said District Court;

(d) **"District Court"** means and includes all the District Courts including Sub-Divisional Courts within the territorial jurisdiction of the State of Jharkhand;

(e) **"habitual respondent"**means and includes a person against whom complaint of sexual harassment has been received by the Internal Complaints Committee of the concerned District Court, on earlier occasions also, irrespective of whether the complaint was resolved with or without an inquiry and except where the respondent has been exonerated in the previous complaint;

(f) **District Court Gender Sensitization and Internal Complaints Committee (DCGSICC)** means and includes the Complaints Committee constituted under Regulation 4;

(g) **"precincts"** means and includes the whole premises of a District Court, including the building, open grounds, parking, canteen,Bar-rooms, and/or any other part of the premises under the control of the concerned Principal District Judge;

(h) **"Principal District Judge"**, in context of the regulation means the Principal District and Sessions Judge of the concerned District Court**;**

(i) **"Internal Sub Committee"** means the Sub-Committee set up under Regulation 9;

(j) **"Member"** means a member of the District Court Gender Sensitization and Internal Complaints Committee (DCGSICC);

(k) **"Prescribed"** means prescribed under the present Regulations;

(l) **"respondent"** means a person against whom the aggrieved woman has made a complaint under the present Regulations;

(m) **"sexual harassment"** means and includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely -

(i) physical contact and advances;

(ii) a demand or request for sexual favour;

(iii) making sexually coloured remarks;

(iv) showing or exhibiting pornography and / or sexually explicit material by any means;

(v) sending undesirable sexually coloured oral or written messages, text messages, e-mail messages, or any such messages by electronic, manual or other means;

(vi) stalking or consistently following aggrieved woman in the District Courts precincts and outside;

(vii) voyeurism including overt or tacit observation by the respondent by any means of the aggrieved woman in her private moments;

(viii) any conduct whereby the respondent takes advantage of his position and subjects the aggrieved woman to any form of sexual harassment and seeks sexual favour especially while holding out career advancements whether explicitly or implicitly, as an incentive or a natural result of submitting to the insinuations/demands of the respondent;

(ix) any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

(x) implied or explicit promise of preferential treatment in her legal career;

(xi) implied or explicit threat of detrimental treatment in her legal career;

(xii) implied or explicit threat about her present or future legal career;

(xiii) interferes with her work or creating an intimidating or offensive or hostile work environment for her; or

(xiv) any treatment having a sexual colour or content likely to affect her emotional and/or physical health or safety;

(n) **"State"** means, the State of Jharkhand;

(o) **"Volunteer"** means lawyers or other persons enlisted by the Complaint Committee without any remuneration basis for carrying out the objects and purpose of these Regulations.

3. **Prevention of sexual harassment-**

No woman shall be subjected to any form of sexual harassment within the precincts of a District Court in the State.

CHAPTER II

COMPOSITION & CONSTITUTION OF GENDERSENSITIZATION &INTERNAL COMPLAINTS COMMITTEE

4. **Constitution of the District Court Gender Sensitization & Internal Complaints Committee-**

(1) District Court Gender Sensitization & Internal Complaints Committee (DCGSICC) shall be constituted in all the District Courts of the State to fulfill a very important public function of sensitizing the public to gender issues and to address any complaints made with regard to sexual harassment within the precincts of a District Court.

(2) In all the District Courts of the State,Principal District Judge, by an order in writing, shall constitute a committee to be known as the District Court Gender Sensitization & Internal Complaints Committee" (DCGSICC), which shall consist of not less than 7 members and not more than 13 members and shall include the following as far as practicable-

(a) One or two judges of the District Court in terms of the judgment in the case of *Vishaka Vs. State of Rajasthan, [(1997) 6 SCC 241 & AIR 1997 SC*

3011], one of whom shall be chairperson of the committee, to be nominated by the Principal District Judge. If at relevant time, a woman judge is working in the District Court, she shall be one of the members or the Chairperson of the District Court Gender Sensitization & Internal Complaints Committee (DCGSICC);

(b) One (01) or two (02) senior members of any of the DistrictBar Associationwith at least ten (10) years of membership of the concerned District Bar Association, one of whom being a woman, to be nominated by Principal District Judge;

(c) A woman member, being a member of any of the District Bar Association(s)having not less than five (05) years of practice in the concerned Bar, to be nominated by the District Bar Association;

(d) At least one and at the most two outside members who are associated with the Social Welfare Department or non-government organization having experience in the field of social justice, women empowerment, and/or gender justice, out of whom at least one member shall be a woman, to benominated by the Principal District Judge;

(e) A woman officer,not below the rank of a Civil Judge (Junior Division) posted at District Court shall be nominated by the Principal District Judge to function as the Member Secretary of the DCGSICC and in case, there is no such woman officer in the District Court, the DLSA Secretary/Judge-in-Chargeof the District Court, in order of precedenceshall be ex-officio, the Member Secretary of DCGSICC;

(f) Any other member that the Principal District Judge may deem fit to nominate.

Provided that it shall be ensured that the majority of the members of DCGSICC shall be woman members.

(3) The Chairperson or any other member(s), as the case may be, shall be removed forthwith from the DCGSICC by a written order of the Principal District Judge and the vacancy so created shall be filled by fresh nomination in accordance with the provisions of this Regulation where the Chairperson or any other member(s) of the DCGSICC -

(a) has either been convicted for an offence or an enquiry into an offence under any law for the time being in force is pending against him / her;

(b) fails to constitute an Internal Sub-Committee to inquire into a particular complaint;

(c) fails to take action under Regulation 11;

(d) contravenes or attempts to contravene or abets contravention of provision(s) of these Regulations or any notification(s) /order(s) issued thereunder; or

(e) in the opinion of the Principal District Judge has so abused his/her position as to render his/her continuance in office, prejudicial to the exercise of functions of the DCGSICC;

5. **Term of Gender Sensitization & Internal Complaints Committee members-**

The term of each member of the DCGSICC shall be for a period of two (02) years, subject to the member being re-nominated for a maximum period of two terms; however a member who has been removed under Regulation 4 shall not be eligible for re-nomination.

6. **Meetings of the District Court Gender Sensitization & Internal Complaints Committee (DCGSICC)-**

(1) The DCGSICC shall meet at least once in four months in a calendar year.

(2) Members shall be intimated of meetings and agenda in writing and/or by electronic communication by the Member Secretary.

(3) Minutes of all meetings shall be recorded, confirmed and adopted. The Member Secretary shall circulate the minutes of a meeting and the resolutions so passed to all members of the DCGSICC within seven (07) days of the meeting or passing of the resolution, as the case may be;

(4) An ordinary meeting of the committee shall be called by the Chairperson on a notice period of minimum seven (07) days to all members of the committee.

(5) An emergency meeting, on the request of any member of the committee shall be called at any time on a notice period of forty-eight (48) hoursto all members of the committee. However, this will not prevent the Chairperson from convening an emergency meeting without forty-eight (48) hoursof notice period.

(6) The quorum for all meetings of DCGSICC shall be one-third members of the committee. In the event, the quorum is not completed for any meeting, an adjourned meeting shall be held within the next ten (10) days, for which no quorum shall be required.

(7) All motions shall be carried-out by a simple majority of those present and voting, except where it is specifically provided for.

(8) Whenever a complaint is received or a report of the Internal Sub-Committee is submitted, the Member-Secretary, within a period of seven (07) days shall request the Chairperson to call either an ordinary or an emergency meeting to take action on the same, and the Chairperson shall call a meeting for this purpose, not later than fifteen (15) days from the date of the complaint or the report.

(9) If a member of the committee does not attend three (03) consecutive meetings of the committee, then such member shall be liable for removal from the committee forthwith by the Principal District Judge, and the vacancy so created shall be filled in accordance with the Regulations.

7. **Functions of the Gender Sensitization & Internal Complaints Committee-**

(1) DCGSICC shall be responsible for framing a policy from time to time and its implementation with regard to gender sensitization and prevention and redressal of sexual harassment in the District Court.

(2) Gender Sensitization and Orientation-

DCGSICC shall take the following steps with regard to gender sensitization and orientation:

(i) DCGSICC will ensure the prominent publicity of the policy on gender sensitization as well as prevention and redressal of sexual harassment at all conspicuous places within the precincts / premises of a District Court such as the court building, chamber blocks, library, health centre, canteens, places allotted to District Bar Association and open places which are accessible to the public at large.

(ii) DCGSICC will organize programmes for the cause of gender sensitization of the District Court community through workshops, seminars, posters, films, shows, debates, display etc.

(iii) DCGSICC shall submit an Annual Report by December 31, every year to the Principal District Judge outlining the activities undertaken by it and charting out a blueprint for the activities/steps to be taken up in the following year along with necessary budget allowances required by it. The DCGSICC shall also include in its Annual Report, the number of cases filed under the Regulations and their disposal.The Annual Report shall be made public.

(iv) DCGSICC may enlist the help of NGO's, associations, volunteers, lawyers, lawyer's bodies or the concerned legal services authorities to carry out these programmes.

(v) DCGSICC will enlist and activate an adequately representative team of volunteers and shall ensure the widespread publicity of the official contact details of all its members and volunteers. The services of such volunteers shall be available at all times to any aggrieved woman or any person in need of consultation or guidance. Volunteers will also assist in the gender sensitization, crisis mediation and crisis management duties of DCGSICC, but shall not participate in the task of formal redressal of complaints under these regulations and procedures.

(vi) DCGSICC will organize and train members and volunteers to equip them to handle the cases of sexual harassment including the legal and medical aspects of aid to be provided to the aggrieved woman.

(3) Crisis Management and Mediation-

DCGSICC shall ensure a quick and responsive crisis management, counseling and mediation available to all aggrieved women expeditiously which shall include the following activities:

(i) DCGSICC will assist in the mediation of crisis arising out of incidents of sexual harassment within District Courts precincts.

(ii) No mediation shall conclude without approval of the DCGSICC, and the mediated settlement shall be made effective and enforceable only upon it being duly approved by DCGSICC which shall satisfy itself that the said mediation settlement is voluntary, fair, unbiased and free from any extraneous consideration or influence.

DCGSICC will coordinate with the controlling officer of police personnel deputed in the District Court to devise ways and means by which a system of prevention of crisis and crisis management which is both gender-sensitive as well as prompt and effective, is put in place. It will maintain regular contact through the Member Secretary with the controlling officer of police personnel deputed in the District Courts to ensure that in crisis arising out of incidents of sexual harassment, DCGSICC members and/or the volunteer(s) identified by it, shall be intimated of such incidents without delay.

(4) Complaint Redressal –

The DCGSICC shall ensure that every complaint of an aggrieved woman is adequately dealt-with in accordance with the established procedure and with complete sensitivity. The DCGSICC shall have the power to inquire into and pass orders against the respondent/deviant/delinquent in a complaint made in relation to any form of sexual harassment within the precincts of the District Court.

CHAPTER III

COMPLAINT & INQUIRY INTO COMPLAINT

8. **Complaint of Sexual Harassment-**

(1) Any aggrieved woman may make a complaint against sexual harassment within the precincts of a District Court, in writing to the DCGSICC through its Member Secretary, in accordance with the form appended at Annexure-A of these Regulations.

Provided that, where the aggrieved woman is unable to make such a complaint in writing due to any reason, the member of the DCGSICC or volunteer, as the case may be, shall render all reasonable assistance to the aggrieved woman for making the complaint in writing.

(2) Where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or for any other reason(s), her legal heir or such other person directly concerned with her interests may make a complaint under this Regulation.

9. **Inquiry into complaint-**

(1) Upon receipt of a complaint and upon being satisfied with regard to the genuineness of thecomplaint, the DCGSICC shall, for the purpose of fact-finding inquiry constitute an Internal Sub-Committeewithin 30 days of receipt of complaint. The said Internal Sub-Committee shall comprise of three (03) members from theDCGSICC itself, or such other person(s) as to be so nominated by the DCGSICC in its meeting, with majority members being women, and at least one person being an outside member.

(2) The Internal Sub-Committee shall conduct an enquiry and shall hear and duly record the statements of the aggrieved woman, the respondent, and any other person, the said parties wish to examine, subject to the provisions of Regulation 13(2), and thereafter it shall prepare a report enclosing therewith, the complete proceedings of the inquiry.

(3) The fact-finding inquiry into a complaint shall be conducted and completed within ninety (90) days of the constitution of the Internal Sub-Committee.

Provided that, the validity of an inquiry shall not be called into question upon theinquiry not being completed within the stipulated period due to reasons beyond the control of the Internal Sub-Committee.

10. **Inquiry Report-**

(1) On the completion of an inquiry under these Regulations, the Internal Sub-Committee shall submit its inquiry report along with the complete records of the inquiry proceedings including the pleadings and all the materials on record, to the DCGSICC within a period of ten (10) days from the date of completion of the inquiry and such report shall also be made available to the concerned parties.

(2) Where the Internal Sub-Committee arrives at the conclusion that the allegation against the respondent has not been proved, it shall recommend to the DCGSICC that no action is required to be taken in the matter.

(3) Where the Internal Sub-Committee arrives at the conclusion that the allegation against the respondent has been proved, it shall recommend to the DCGSICC to take appropriate action against the respondent for the alleged action of gender discrimination and/or sexual harassment on the part of the respondent.

(4) Upon consideration of the materials on record and the inquiry report of the Internal Sub-Committee, if more than two-thirds of the members of the DCGSICC differ from the conclusion of the Internal Sub-Committee, the DCGSICC shall after hearing the aggrieved woman and respondent in person, shall record its reason to differ and shall take consequent action accordingly.

(5) The DCGSICC shall pass orders either accepting or rejecting the inquiry report of the Internal Sub-Committee and thereafter pass consequent orders that may be appropriate and necessary for putting an end to the sexual harassment of the woman. DCGSICC shall also take all steps required to secure justice to the victim of sexual harassment within forty-five (45)working days of submission of the inquiry report by the Internal Sub-Committee, excluding the period of holidays and/or vacation in the District Court.

Provided that the validity of the orders of the DCGSICC shall not be called intoquestion upon the same not being passed within the stipulated time.

11. **Orders on inquiry report-**

(1) Subject to Regulation 9(1) above, the DCGSICC shall have the power to pass the following orders to secure justice to the victim of sexual harassment:

(a) admonition;

(b) admonition with publication of such admonition in the Court precincts and District Court website;

Provided that such publication shall be made only after expiry of 30 days period fromthe date of the communication of such order to the admonished person;

(c) prohibition from harassing the victim in any manner including, but not limited to, prohibition from communicating with her in any manner such as phones, messages, electronic means, physical or other means for a specified period; and

(d) subject to Regulation 11(2), pass all orders, directions, and /or direct taking steps necessary for putting an end to the sexual harassment of the aggrieved woman.

(2) DCGSICC will also have the power to recommend to the Principal District Judge to pass orders against the respondent including, but not limited to the following:

(a) debarment of entry into the District Court precincts for a specified period extending upto a maximum period of one year; and

(b) in appropriate cases, to recommend filing of a criminal complaint and/or a disciplinary complaint before the appropriate authority governing the respondent (including the concerned Bar Council) for taking appropriate action and the Principal District Judge may pass orders thereon subject to Regulation 12;

(3) DCGSICC shall pass orders on the inquiry report and/or shall make recommendations to the Principal District Judge within forty-five (45) working days of the submission of the inquiry report, excluding the period of vacation in the District Courts and communicate the same to the parties forthwith;

(4) The DCGSICC and the Internal Sub-Committee shall have the jurisdiction to look into a complaint, to inquire into a complaint and to take any action thereon notwithstanding that any criminal complaint or any other complaint under any other law (including a disciplinary proceeding under the Advocates Act, 1961) may have been filed with respect to the same complaint/actions;

(5) The orders of the Principal District Judge and the DCGSICC shall be final and binding on the parties.

12. **Representation-**

(1) Any person aggrieved by the order(s) passed (or not passed) by the DCGSICC under Regulation 11(1) or the recommendation(s) made by the DCGSICC to thePrincipal District Judge under Regulation 11(2) or non-implementation of such order(s) or action, may make a representation to the Principal District Judge who

shall have the power to set aside or modify the order(s)so passed or the recommendation(s) so made, as the Principal District Judge may deem fit. The Principal District Judge shall also have the power to issue such order(s)/ direction(s) that may be necessary to secure complete justice to the victim of sexual harassment. The representation under Regulation 12(1) shall be preferred within a period of ninety (90) days of communication of the order(s) or the recommendation(s) made bythe Principal District Judge.

13. **Restraint Order-**

(1) On receipt of a complaint and during the pendency of an inquiry, on a written request made by the aggrieved woman, the DCGSICC, if it considers fit and proper, may recommend to the Principal District Judge, some specific interim measures to be taken and upon receipt of the same, the Principal District Judge may pass such interim order(s) that may be required for the personal safety and for safeguarding the dignity of the aggrieved woman and that the order(s) so passed by the Principal District Judge shall remain binding for the respondent.

(2) Upon disobedience, defiance or violation of the order(s) passed under clause (1) above by the respondent, the DCGSICC shall close and/or strike off the defence of the respondent and pass final orders under Regulation 10(5) and Regulation 11.

CHAPTER IV

POWERS & DUTIES

14. **Powers of DCGSICC& Internal Sub-Committee-**

(1) The DCGSICC shall have the power to issue circulars/notifications prescribing its procedure and for the purpose of carrying out and implementing the provisions of the present Regulation in their spirit and intent.

(2) The DCGSICC shall have the power to pass any order to be able to carry out the objectives and mandates of the present Regulation including directing any party or person to take any suitable action.

(3) For the purpose of making an inquiry, the DCGSICC and the Internal Sub-Committee shall have the same powers as are vested in a Civil Court under the Code of Civil Procedure, 1908 when trying a suit in respect of the following matters, namely:

(a) summoning and enforcing the attendance of any person and examining him on oath;

(b) requiring the discovery and production of documents; and

(c) any other matter which may be prescribed.

(4) The DCGSICC by resolution to be passed by two-thirds majority may remove any member of the Internal Sub-Committee and appoint a new member in his/her place, only if it is of the view that such a member has acted prejudicially to the principles of natural-justice, fair play and has acted biasedly in the conduct of the inquiry;

(5) The DCGSICC shall at all times have supervisory powers over the Internal Sub-Committee and it may issue directions to the Internal Sub-Committee from time to time in accordance with the provisions of the present Regulations;

15. **Duties-**

The DCGSICC in coordination with and with the assistance of the office of the District Court shall-

(a) take measures to provide a safe working environment for women at the District Court precincts;

(b) display at all conspicuous place in the District Court and on its web-site, the penal consequences of sexual harassment and the order constituting the Internal Committee under the present Regulations;

(c) display at all conspicuous place in the District Court and on its web-site, the status and outcome of complaints of sexual harassment;

(d) organize workshops and awareness programmes at regular intervals for sensitizing the persons carrying out work at the District Court premises with the provisions of the present Regulations and orientation programmes for the members of the Internal Committee in the manner as may be prescribed;

(e) provide necessary facilities to the Internal Sub-Committee for dealing with the complaint and conducting an inquiry;

(f) assist in securing the attendance of respondent and the witnesses before the Internal Sub-Committee;

(g) obtain such information for the Internal Sub-Committee as it may require having regard to the complaint;

(h) cause to initiate action, under the Indian Penal Code or any other law for the time being in force, against the respondent and/or the perpetrator;

(i) monitor the timely submission of reports by the Internal Sub-Committee; and

(j) take any other action and/or measures to ensure an effective and meaningful implementation of the present Regulations.

CHAPTER V

MISCELLANEOUS

16. **Confidentiality-**

(1) The contents of the complaint made under the present Regulations, the identity and addresses of the aggrieved woman, respondent and witnesses, any information relating to the inquiry proceedings, recommendations of the DCGSICC and the action taken by the DCGSICC shall be confidential and shall not be published, communicated or made known to the public, press and media in any manner except upon the aggrieved woman submitting a specific request to do so in writing and upon the DCGSICC acceding to the said request.

(2) Upon the respondent being found guilty, information may be disseminated regarding the justice secured to any victim of sexual harassment under these Regulations without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the aggrieved woman and witnesses.

17. **Protection of action taken in good faith-**

No suit, prosecution or other legal proceedings shall lie against the Principal District Judge of a District Court, DCGSICC and the Internal Sub-Committee or its members in respect of anything which is done or intended to be done in good faith in pursuance of these Regulations and the circulars/orders/notifications issued thereunder.

18. **Allocation of funds-**

The Principal District Judge may, subject to the availability of financial and other resources, allocate and provide suitable funds as may be prescribed.

(a) for the effective implementation of the Regulations;

(b) for development of relevant information, education, communication and training materials, organization of awareness programmes and for advancement of the understanding of the public of the provisions of these Regulations; or

(c) for organizing orientation and training programmes for the members of the DCGSICC, Internal Sub-Committees, volunteers, counselors etc.

19. **Regulations not in derogation of any other law-**

(1) These Regulations shall be in addition to and not in derogation of the provisions of any other law for the time being in force.

(2) TheseRegulations shall not bar any Court from taking cognizance of any offence punishable under any other enactment or law.

Annexure –A

FORMAT FOR COMPLAINT

To be filed under Regulation 8 of The District Courts Gender Sensitization & Sexual Harassment of Women, (Prevention, Prohibition and Redressal) Regulations, 2026

1. Particulars of the **Aggrieved woman / Complainant**

Name*	
Designation and ID No.* (If employee / officer of District Court)	
Address*	
Aadhar Number*	
Phone / Mobile number*	
E-mail ID*	

2. Particulars of the **Respondent** (s) against whom the complaint is made

Name*	
Designation/Department/Details of posting* (If employee/officer of the Court)	
Address	
Aadhar Number	
Phone / Mobile number	
E-mail ID	

3. Details of the alleged sexual harassment* (with date, place of the incident, etc.) (may attach separate sheet)

4. If the alleged sexual harassment is of recurring in nature, then the date of the last incident of alleged sexual harassment	
5. Date of Complaint*	

(Signature of the aggrieved woman)

If aggrieved woman herself not filing this complaint, then signature of the complainant

(Signature of the complainant)

Name of the complainant	
Relationship between aggrieved woman & complainant	

The regulation shall come into force from the date of its publication in the official gazette.

By Order

Satya Prakash Sinha,
Registrar General

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